

North Dakota State Employee Compensation Report

61st Legislative Assembly
Joint Appropriations Committee
January 7, 2009

Human Resource Management Services Division
of the
Office of Management & Budget

Average Classified Employee

	Years of Age	Years of Service	Annual Salary	Actual Increase	Appropriated	Compa- Ratio	Notes
January-93	42.0	9.5	22,189				
January-94	42.0	11.0	22,812	2.8%	\$60/mo		
January-96	46.0	11.4	25,476	11.7%	5.0%		
January-97	43.0	12.2	26,273	3.1%	3.0%		
January-98	43.8	12.1	27,034	2.9%	3.0%	0.98	
August-98	44.0	12.1	27,963	3.4%	3.0%	0.97	
November-99	44.2	12.2	28,860	3.2%	2.0%	0.96	(1)
August-00	44.4	12.3	29,993	3.9%	2.0%	0.97	(2)
August-01	44.8	12.5	31,467	4.9%	3.0%	0.96	(1)
December-02	45.4	12.6	32,262	2.5%	2.0%	0.96	
December-03	45.7	13.2	32,627	1.1%	0.0%	0.96	
December-04	45.9	13.2	32,604	0.0%	0.0%	0.96	
December-05	46.1	13.6	34,158	4.8%	4.0%	0.96	(3)
December-06	46.2	13.4	35,640	4.3%	4.0%	0.96	
December-07	46.2	13.2	37,834	6.2%	4.0%	0.95	(4)
August-08	46.4	13.2	39,622	4.7%	4.0%	0.96	

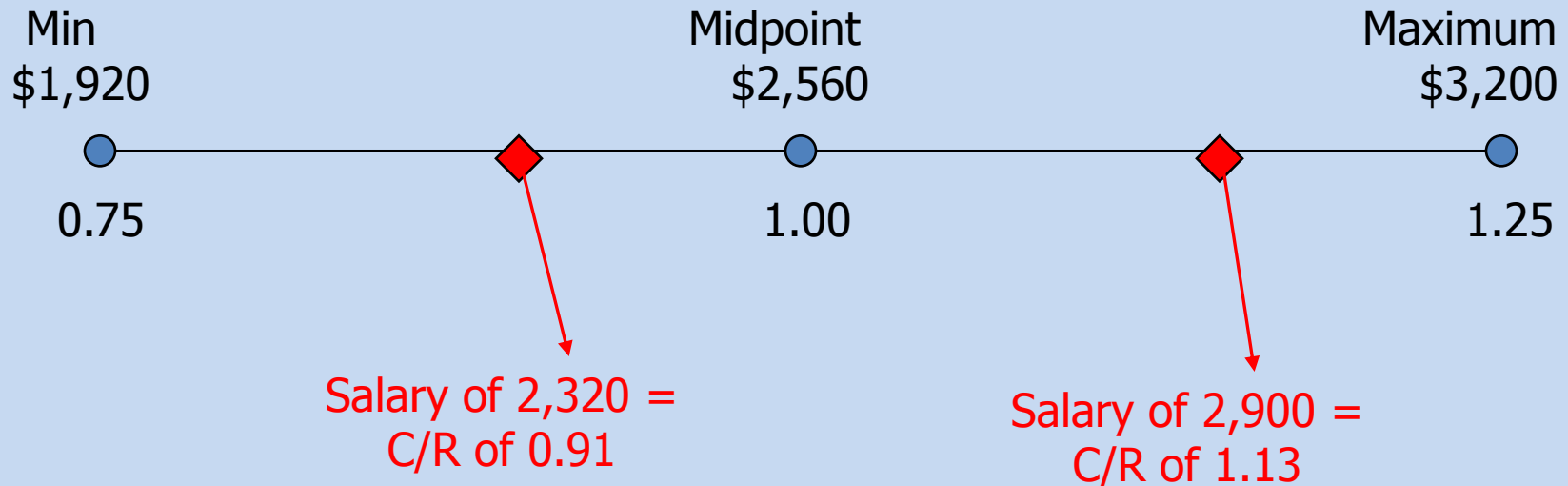
(1) Included 1999 & 2001 Market/Equity Fund Increases (\$5.4 & \$5.0 mill respectively)

(2) Included authorization for agencies to "self-fund" additional 1.0%

(3) 2005 Leg approp equity sal inc's of \$1.5 mill for DOCR & \$413,000 for Hwy Patrol

(4) Included Market/Equity Fund (\$10 mill)

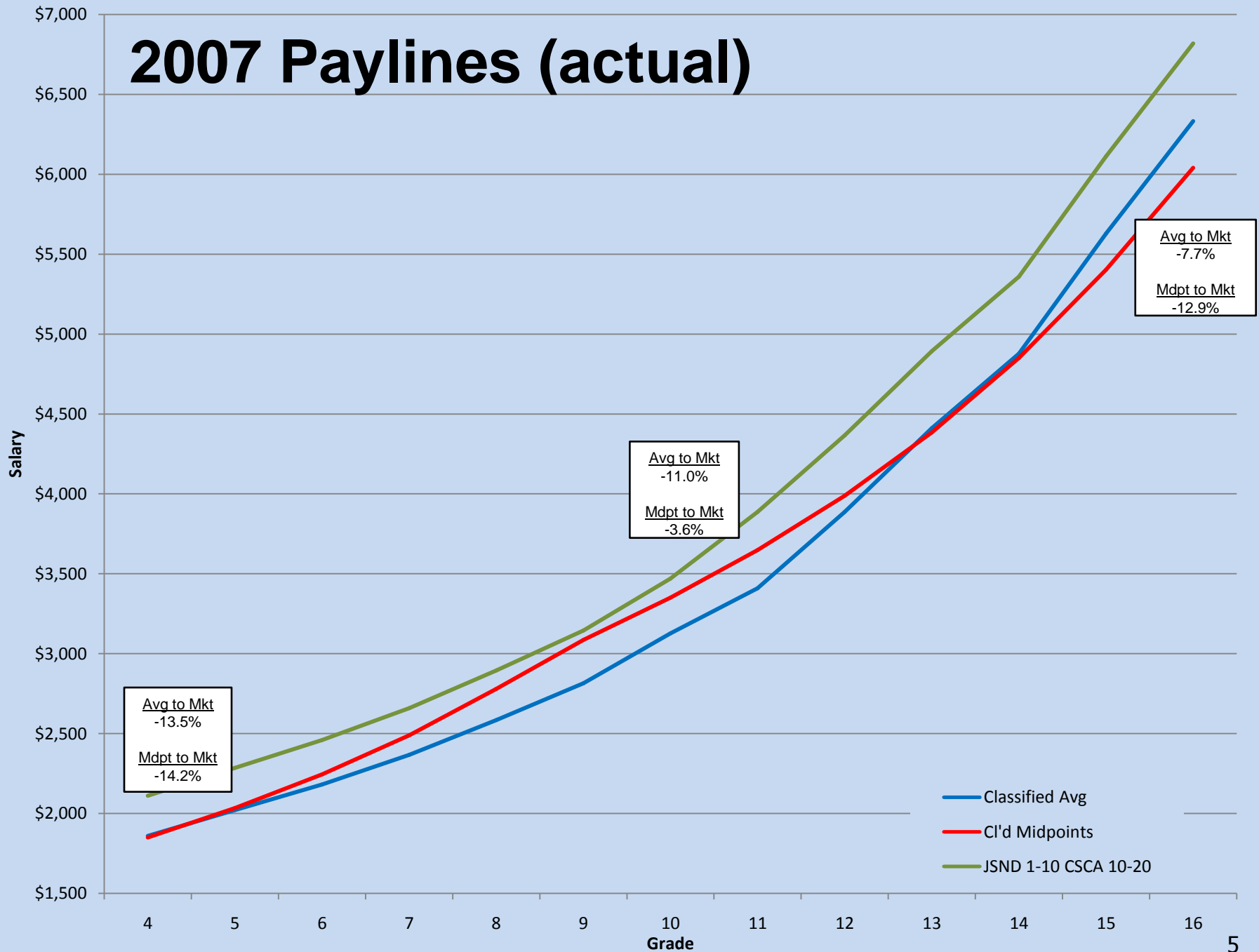
Compa-Ratio = Salary / Midpoint



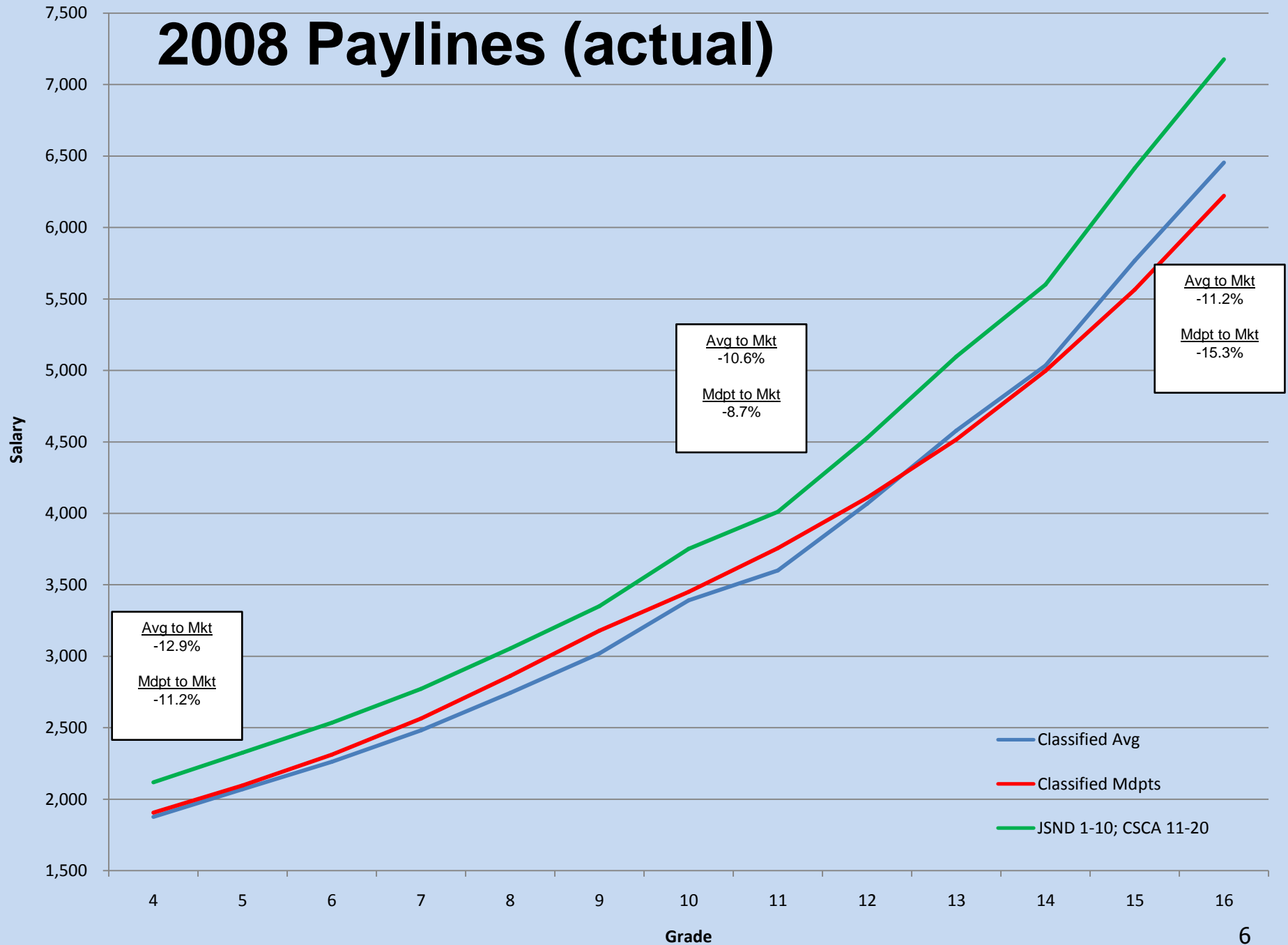
Employment Market

- Job Service ND Labor Market Information
 - ND Salary Data
 - 2007-8
 - Grades 1 – 10
- Central States Compensation Association
 - CO, IA, KS, MN, MO, MT, NE, OK, SD, WY
 - 2008
 - Grades 11 – 20

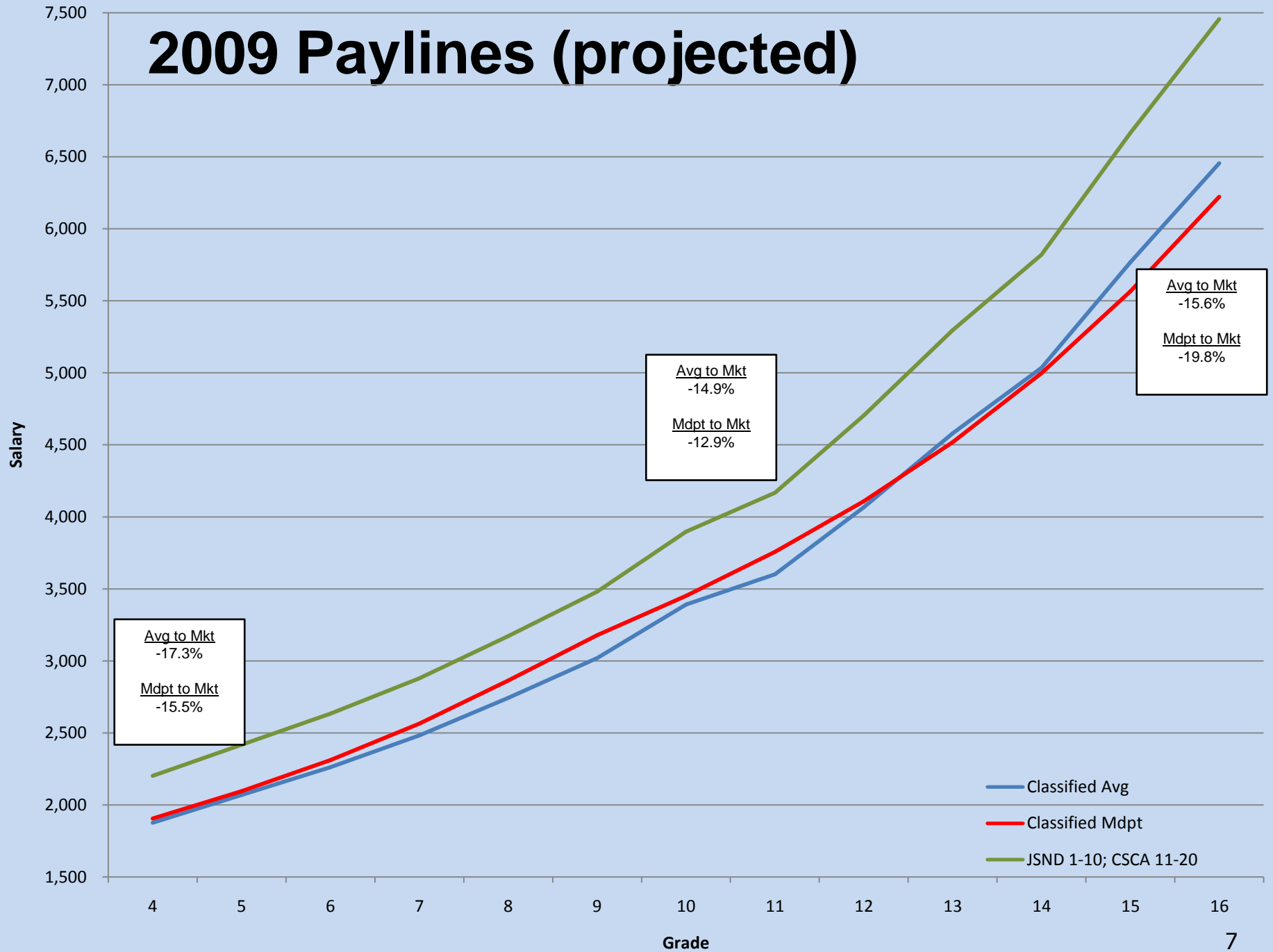
2007 Paylines (actual)



2008 Paylines (actual)



2009 Paylines (projected)



Central States Compensation Association - 2008

Benchmark	Match Title	# States	# Inc	Actual Low	Average	Actual High	State	Var
1100	Engineering Technician IV (2004)	9	48	34,728	42,087	50,340	ND	14.2%
		9	1,313	32,545	36,861	41,480		
1105	Transportation Project Manager (2015)	9	42	42,624	46,043	51,708	ND	6.0%
		9	1,243	38,530	43,429	48,154		
1110	Transportation Senior Manager (2016)	7	21	45,432	53,365	59,508	ND	-0.3%
		7	468	47,621	53,503	58,431		
1115	Transportation Engineer I (2021)	10	27	40,200	43,228	45,672	ND	-4.9%
		10	310	41,347	45,468	52,299		
1120	Transportation Engineer II (2022)	10	26	48,252	51,044	56,088	ND	-16.0%
		10	911	51,465	60,744	69,395		
1125	Transportation Engineer III (2023)	10	57	50,664	60,087	67,752	ND	-18.5%
		10	699	62,915	73,711	80,002		
1135	Facility Construction Engineer (2065)	8	1	62,652	62,652	62,652	ND	-15.8%
		8	461	64,862	74,399	79,221		
1140	Environmental Engineer II (2042)	10	10	37,680	49,348	53,772	ND	-18.7%
		10	787	50,631	60,678	68,441		
1145	Environmental Engineer III (2043)	10	14	51,144	57,146	64,128	ND	-23.9%
		10	510	64,912	75,058	80,365		
1155	Hydrologist Manager I (2059)	5	5	60,132	67,286	72,108	ND	-12.1%
		5	368	66,562	76,525	81,246		
1160	Admin. Transportation Engineer II (2025)	10	16	82,536	84,137	85,980	ND	-11.3%
		10	105	90,992	94,859	98,415		
1165	Chief Transportation Engineer (2030)	9	1	105,096	105,096	105,096	ND	-8.9%
		9	12	115,377	115,377	115,377		
1175	Geologist III (2083)	7	5	45,000	54,108	62,280	ND	-10.7%
		7	225	51,828	60,566	66,340		

Red = More than 5.0% behind Market Average
Yellow = 0 to 5.0% behind Market Average
Green = above Market Average

107 of 191 Survey Classes
 35 of 191
 49 of 191

Job Service ND Labor Market

SOC Code	Match Title	ND Grade	# Inc	Average	Ann Avg	State	Var
439061	Office Assistant II	4	61	1,938	23,256	ND	5.5%
			9,690	1,832	21,984	In-St Mkt	
439061	Office Assistant III	5	167	2,012	24,144	ND	-4.3%
			9,690	2,099	25,188	In-St Mkt	
436011	Administrative Assistant II	7	138	2,503	30,036	ND	-17.9%
			3,560	2,952	35,424	In-St Mkt	
436011	Administrative Assistant III	8	79	2,953	35,436	ND	-13.6%
			3,560	3,355	40,260	In-St Mkt	
151021	Programmer	9	3	2,903	34,836	ND	-32.6%
			690	3,849	46,188	In-St Mkt	
151051	Programmer/Analyst II	12	30	3,969	47,628	ND	-10.7%
			770	4,394	52,728	In-St Mkt	
151051	Programmer/Analyst III	13	56	4,600	55,200	ND	-9.8%
			770	5,052	60,624	In-St Mkt	
151071	Computer & Network Support Analyst II	11	24	3,393	40,716	ND	-22.4%
			510	4,154	49,848	In-St Mkt	
151071	Computer & Network Support Analyst III	13	7	4,376	52,512	ND	-7.9%
			510	4,720	56,640	In-St Mkt	
132011	Accounting/Budget Specialist II	10	15	3,302	39,624	ND	-13.5%
			2,980	3,748	44,976	In-St Mkt	

Red = More than 5.0% behind Market Average
Yellow = 0 to 5.0% behind Market Average
Green = above Market Average

28 of 35 Survey Classes
 4 of 35
 3 of 35

Burleigh County Pay Study

NO.	County BENCHMARK TITLE	State of North Dakota	State of ND Response		Burleigh County Market	Variance ND to Burleigh Mkt
		Title	# Ee's	Actual Avg	Median	Median
3	Highway Maintenance Worker II	Transportation Technician II	236	\$29,553	37,715	-27.6%
4	Highway Maintenance Worker III	Transportation Services Supervisor	73	\$37,086	43,160	-16.4%
5	Shop Maintenance Worker II	Fleet and Equipment Technician III	24	\$36,341	40,218	-10.7%
6	Shop Maintenance Worker III	Fleet and Equipment Service Supervisor	9	\$44,061	46,407	-5.3%
7	Highway Sign Technician	Highway Traffic Control Specialist II	12	\$32,662	36,915	-13.0%
8	Engineer Technician	Engineer Technician IV	50	\$39,656	42,142	-6.3%
9	Court Security	Security Officer I	16	\$25,729	26,354	-2.4%
10	Deputy Sheriff I	Highway Patrol Officer I *	8	\$38,316	39,519	-3.1%
11	Deputy Sheriff II	Highway Patrol Officer II *	92	\$45,018	45,084	-0.1%
14	Deputy Sheriff Sergeant	Highway Patrol Sergeant	15	\$53,377	55,138	-3.3%
15	Deputy Sheriff Lieutenant	Highway Patrol District Commander	12	\$60,995	60,966	0.0%
16	Deputy Sheriff Major	Highway Patrol Field Ops Commander	1	\$71,004	70,782	0.3%
17	Detention Officer I	Correctional Officer I *	6	\$24,326	32,948	-35.4%
18	Detention Officer II	Correctional Officer II *	164	\$30,516	33,592	-10.1%
20	Detention Officer Corporal	Correctional Supervisor I	12	\$37,216	37,216	0.0%

Red = More than 5.0% behind Market Average
Yellow = 0 to 5.0% behind Market Average
Green = above Market Average

16 of 26 Survey Classes
 6 of 26
 4 of 26

Table 27 Benefit Value Comparison

Average Salary

annual = \$44,134 based on overall survey average for all 26 CSCA states

hourly = \$21.22

State	Vacation Hours 5-9 yrs	Sick Hours	Holiday Hours	Health Insurance Employer Cost	Dental Insurance	Vision Insurance	Life Insurance	Retirement	Social Security	Total Benefit	% of Salary	Benefit Value at average hourly salary	Rank out of 11
Colorado	120	80	80	\$783.00	\$47.46			11.75%					
per hour	\$1.22	\$0.82	\$0.82	\$4.52	\$0.27			\$2.49		\$10.14	47.79%	\$31.36	7
Iowa	120	144	88	\$1,613.00	\$34.02		\$0.980	6.35%					
per hour	\$1.22	\$1.47	\$0.90	\$9.31	\$0.20		\$0.057	\$1.35		\$14.50	68.32%	\$35.71	3
Kansas	120	104	88	\$416.00	\$52.50			6.97%	6.20%				
per hour	\$1.22	\$1.06	\$0.90	\$2.40	\$0.30			\$1.48	\$1.32	\$8.68	40.91%	\$29.90	11
Minnesota	130	104	88	\$1,145.00	\$46.50			4.50%	6.20%				
per hour	\$1.33	\$1.06	\$0.90	\$6.61	\$0.27			\$0.95	\$1.32	\$12.43	58.60%	\$33.65	6
Missouri	120	120	96	\$1,310.00	\$5.98			12.53%	6.20%				
per hour	\$1.22	\$1.22	\$0.98	\$7.56	\$0.03		\$0.000	\$2.66	\$1.32	\$14.99	70.67%	\$36.21	2
Montana	120	96	84	\$590.00	\$53.20		\$1.900	6.90%	6.20%				
per hour	\$1.22	\$0.98	\$0.86	\$3.40	\$0.31		\$0.153	\$1.46	\$1.32	\$9.70	45.73%	\$30.92	9
Nebraska	120	96	96	\$1,349.00			\$0.140	7.49%	6.20%				
per hour	\$1.22	\$0.98	\$0.98	\$7.78			\$0.016	\$1.59	\$1.32	\$13.89	65.45%	\$35.10	4
Oklahoma	144	120	80	\$1,443.00				14.50%	6.20%				
per hour	\$1.47	\$1.22	\$0.82	\$8.33			\$0.000	\$3.08	\$1.32	\$16.23	76.47%	\$37.44	1
South Dakota	120	112	92	\$481.00			\$0.206	6.00%	6.20%				
per hour	\$1.22	\$1.14	\$0.94	\$2.78			\$0.030	\$1.27	\$1.32	\$8.70	41.00%	\$29.92	10
Wyoming	120	96	72	\$1,109.00	\$24.57		\$0.290	11.25%	6.20%				
per hour	\$1.22	\$0.98	\$0.73	\$6.40	\$0.14		\$0.084	\$2.39	\$1.32	\$13.26	62.51%	\$34.48	5
Average #/s	123	107	86	\$ 1,023.90	\$ 37.75		\$ 0.70	8.8%	6.2%				
Average/hr	\$1.26	\$1.09	\$0.88	\$5.91	\$0.22		\$0.05	\$1.87	\$1.32	\$12.25	57.7%	\$33.47	
North Dakota	120	96	84	\$658.00			\$0.185	9.12%	6.20%				
per hour	\$1.22	\$0.98	\$0.86	\$3.80			\$0.001	\$1.94	\$1.32	\$10.11	47.64%	\$31.33	8

NOTE: - This analysis shows the value of benefits using a constant dollar amount; comparing the value of each state's benefits to other states.

- When variable rates or ranges were given for annual, sick, or holidays, an average was used. (5 years of service).

- This Value Analysis was calculated using the Classified Average Salary from Table 1.

- When variable rates or ranges were given for life insurance an average was used.

- Health, dental, and vision insurance used the largest enrollment and the highest state contribution for combined employee only and employee + family coverage.

- ND Retirement includes 4.12% paid by the state; 4.0% paid 'on behalf' of the employee by the state; and 1.0% for pre-paid retiree health insurance contribution.

-6.8%

Table 29 - Central States Regional Total Compensation Analysis (Classified Only)

State	Average Salary	Vacation Hours	Sick Hours	Holiday Hours	Insurance				Retirement	Social Security	Total Benefit	% of Salary	Total Compensation	Rank out of 11
					Health	Dental	Vision	Life						
COLORADO	\$52,017	120	80	80	\$783.00	\$47.46			11.75%	0.00%				
per hour	\$25.01	\$1.44	\$0.96	\$0.96	\$4.52	\$0.27			\$2.94		\$11.10	44.37%	\$36.10	3
IOWA	\$49,762	120	144	88	\$1,613.00	\$34.02		\$0.570	6.35%	0.00%				
per hour	\$23.92	\$1.38	\$1.66	\$1.01	\$9.31	\$0.20		\$0.033	\$1.52		\$15.10	63.13%	\$39.03	1
KANSAS	\$36,664	120	104	88	\$416.00	\$52.50			6.97%	6.20%				
per hour	\$17.63	\$1.02	\$0.88	\$0.75	\$2.40	\$0.30			\$1.23	\$1.09	\$7.67	43.50%	\$25.30	10
MINNESOTA	\$50,279	130	104	88	\$1,145.00	\$46.50			4.50%	6.20%				
per hour	\$24.17	\$1.52	\$1.21	\$1.02	\$6.61	\$0.27			\$1.09	\$1.50	\$13.21	54.64%	\$37.38	2
MISSOURI	\$32,479	120	120	96	\$1,310.00	\$5.98			12.53%	6.20%				
per hour	\$15.61	\$0.90	\$0.90	\$0.72	\$7.56	\$0.03		\$0.000	\$1.96	\$0.97	\$13.04	83.51%	\$28.65	8
MONTANA	\$45,956	120	96	84	\$590.00	\$53.20		\$1.900	6.90%	6.20%				
per hour	\$22.09	\$1.27	\$1.02	\$0.89	\$3.40	\$0.31		\$0.153	\$1.52	\$1.37	\$9.95	45.01%	\$32.04	6
NEBRASKA	\$39,657	120	96	96	\$1,349.00			\$0.140	7.49%	6.20%				
per hour	\$19.07	\$1.10	\$0.88	\$0.88	\$7.78			\$0.016	\$1.43	\$1.18	\$13.27	69.59%	\$32.33	5
OKLAHOMA	\$34,686	144	120	80	\$1,443.00				14.50%	6.20%				
per hour	\$16.68	\$1.15	\$0.96	\$0.64	\$8.33			\$0.000	\$2.42	\$1.03	\$14.53	87.16%	\$31.21	7
SOUTH DAKOTA	\$34,452	120	112	92	\$481.00			\$0.206	6.00%	6.20%				
per hour	\$16.56	\$0.96	\$0.89	\$0.73	\$2.78			\$0.030	\$0.99	\$1.03	\$7.41	44.71%	\$23.97	11
WYOMING	\$43,686	120	96	72	\$1,109.00	\$24.57		\$0.290	11.25%	6.20%				
per hour	\$21.00	\$1.21	\$0.97	\$0.73	\$6.40	\$0.14		\$0.084	\$2.36	\$1.30	\$13.20	62.83%	\$34.20	4
AVERAGES	\$41,964	123	107	86	\$1,024	\$38		\$0.62	8.82%	4.96%	\$11.85	59.85%	\$32.02	
	\$20.17	\$1.20	\$1.03	\$0.83	\$5.91	\$0.22		\$0.05	\$1.75	\$1.18				
North Dakota	\$39,648	120	96	84	\$658.00			\$0.185	9.12%	6.20%				
per hour	\$19.06	\$1.10	\$0.88	\$0.77	\$3.80			\$0.001	\$1.74	\$1.18	\$9.47	49.67%	\$28.53	9

NOTE: - When variable rates or ranges were given for annual, sick or holidays, an average was used. **-12.2%**
 - Average Salary: Classified salary was not reported by Nebraska in Table 1, the Average Salary for Classified and Unclassified was used in this Table.
 - Dental: If included in medical plan or left blank in Table 17 it was left blank in this Table.
 - Vision: If included in medical plan or left blank in Table 18 it was left blank in this Table.
 - Life: Monthly premium rate for \$1,000 multiplied by amount of coverage shown in table 22. If included in medical plan cost not shown left blank in this Table.
 - Health, dental, and vision insurance used the largest enrollment and the highest state contribution for combined employee only and employee + family coverage.
 - ND Retirement includes 4.12% paid by the state; 4.0% paid 'on behalf' of the employee by the state; and 1.0% for pre-paid retiree health insurance contribution.

Job Service ND Labor Market Information

North Dakota Benefits Guide

Leave Benefits

- 67% Provide Paid Vacation to Full-Time Employees
 - Most provide between 5 & 15 days/yr based on years of employment
- 40% Provide Paid Sick Leave to Full-Time Employees
 - Most provide between 5 & 10 days/yr based on years of employment
- 24% Provide Paid Time Off or Personal Leave to Full-Time Employees
 - Most provide between 5 & 10 days/yr based on years of employment
- 66% Provide Paid Holidays to Full-Time Employees
- 20% Provide Paid Family Leave to full-Time Employees

Job Service ND Labor Market Information

North Dakota Benefits Guide

Insurance Coverages

- Medical Plan Premiums
 - Single Plan – 58% Provide between 76-100% of premium – overall average 76%
 - Family Plan – 32% Provide between 76-100% of premium – overall average 55%
- Dental Plan Premiums
 - 37% Provide between 76-100% of premium – overall average 54%
- Vision Plan Premiums
 - 37% Provide between 76-100% of premium – overall average 48%
- Life Insurance Plan Premiums
 - 75% Provide between 76-100% of premium – overall average 78%
- Short Term Disability Plan Premium
 - 50% Provide between 76-100% of premium – overall average 55%
- Long Term Disability Plan Premium
 - 63% Provide between 76-100% of premium – overall average 67%

Job Service ND Labor Market Information

North Dakota Benefits Guide

Retirement Programs

- 53% of Employers provide a Defined Contribution Retirement Plan for employees
 - 79% of Employers contribute to the Employee's Plan
- 11% of Employers provide a Defined Benefit Retirement Plan for Employees
 - 95% of Employers contribute to the Employee's Plan
 - 48% of Employers with more than 250 offered a Defined Benefit Pension Plan

Salary Policy

- 71% of Employers Review Salaries Annually
 - 70% of Employers Gave Raises in the Past Year Averaging 5.1%
 - 65% of Employers Plan on Giving Raises in the Next Year Averaging 4.6%
- Types of Increases Given
 - Merit 31.5%
 - Combination – 27.0%
 - Cost of Living – 13.8%
 - Longevity – 7.3%

Turnover

	2001	2002	2003	2004	2005	2006	2007	2008
# Employees	6,333	6,587	6,333	6,408	6,434	6,420	6,494	6,750
# Separations	571	509	535	480	593	682	602	613
Turnover Rate	9.0%	7.7%	8.4%	7.5%	9.2%	10.6%	9.3%	9.1%

(Note: 2003 & later excludes inter-agency transfers)

Turnover Rate by Occupation

Occupation	2001	2002	2003	2004	2005	2006	2007	2008
Admin Support	9.1%	8.2%	9.7%	6.1%	7.2%	7.4%	7.4%	8.8%
Info Tech	7.8%	6.0%	6.0%	3.7%	7.6%	6.9%	6.5%	6.6%
Misc Admin	7.6%	7.6%	6.6%	6.3%	8.0%	11.6%	7.1%	8.0%
Education	9.6%	13.2%	9.3%	9.1%	5.6%	8.3%	7.3%	12.9%
Engineering	5.3%	3.6%	4.7%	6.6%	9.2%	7.5%	7.9%	5.8%
Medical/Health	9.1%	10.7%	13.6%	10.5%	12.7%	16.5%	13.8%	9.6%
Social Services	11.6%	9.9%	10.1%	9.7%	11.9%	14.5%	12.4%	11.5%
Public Safety	10.2%	7.3%	8.3%	8.0%	7.8%	10.2%	9.2%	8.1%
Natl Res/Agric	5.3%	2.5%	4.3%	6.3%	5.1%	5.6%	6.0%	7.4%
Custodial & Food Svc	12.4%	6.6%	20.7%	10.7%	17.4%	9.7%	12.8%	11.3%
Labor/Trades	6.5%	5.2%	6.0%	4.8%	7.4%	6.9%	6.1%	8.7%

Turnover

Percent of Total Turnover By Reason

Reason	2001	2002	2003	2004	2005	2006	2007	2008
Involuntary	10.5%	9.4%	12.1%	9.8%	11.6%	14.5%	11.8%	11.6%
Retirement	14.4%	17.5%	22.2%	19.8%	19.9%	21.8%	25.3%	21.5%
Other Employment/Personal	66.9%	66.4%	44.7%	63.3%	64.1%	61.7%	60.6%	64.0%
Health or No Reason	8.2%	6.7%	20.9%	7.1%	4.4%	1.9%	2.3%	2.9%

Turnover Rate by Years of Service

Yrs	2003	2004	2005	2006	2007	2008
Less than 1	7.7%	22.3%	27.0%	24.4%	23.1%	23.7%
1 - 1.9	27.1%	4.7%	21.7%	15.9%	16.0%	17.4%
2 - 2.9	14.2%	14.3%	17.7%	16.7%	11.3%	16.2%
3 - 3.9	14.2%	8.8%	13.0%	11.2%	12.0%	9.6%
4 - 4.9	11.8%	10.6%	10.8%	13.5%	8.3%	10.5%
Less than 5 yrs	14.6%	12.1%	13.1%	17.5%	15.1%	15.2%
5 - 9.9	7.5%	5.3%	6.8%	8.8%	8.3%	7.7%
10 - 14.9	5.2%	4.6%	5.3%	9.3%	5.5%	4.2%
15 - 19.9	5.1%	5.1%	3.7%	5.7%	4.6%	5.6%
20 - 29.9	5.0%	3.8%	4.3%	6.4%	5.3%	4.8%
30 - 39.9	14.6%	8.6%	10.4%	11.5%	11.5%	7.4%
Over 40	26.0%	26.9%	20.4%	25.5%	38.1%	21.3%

Turnover

Turnover Rate by Agency

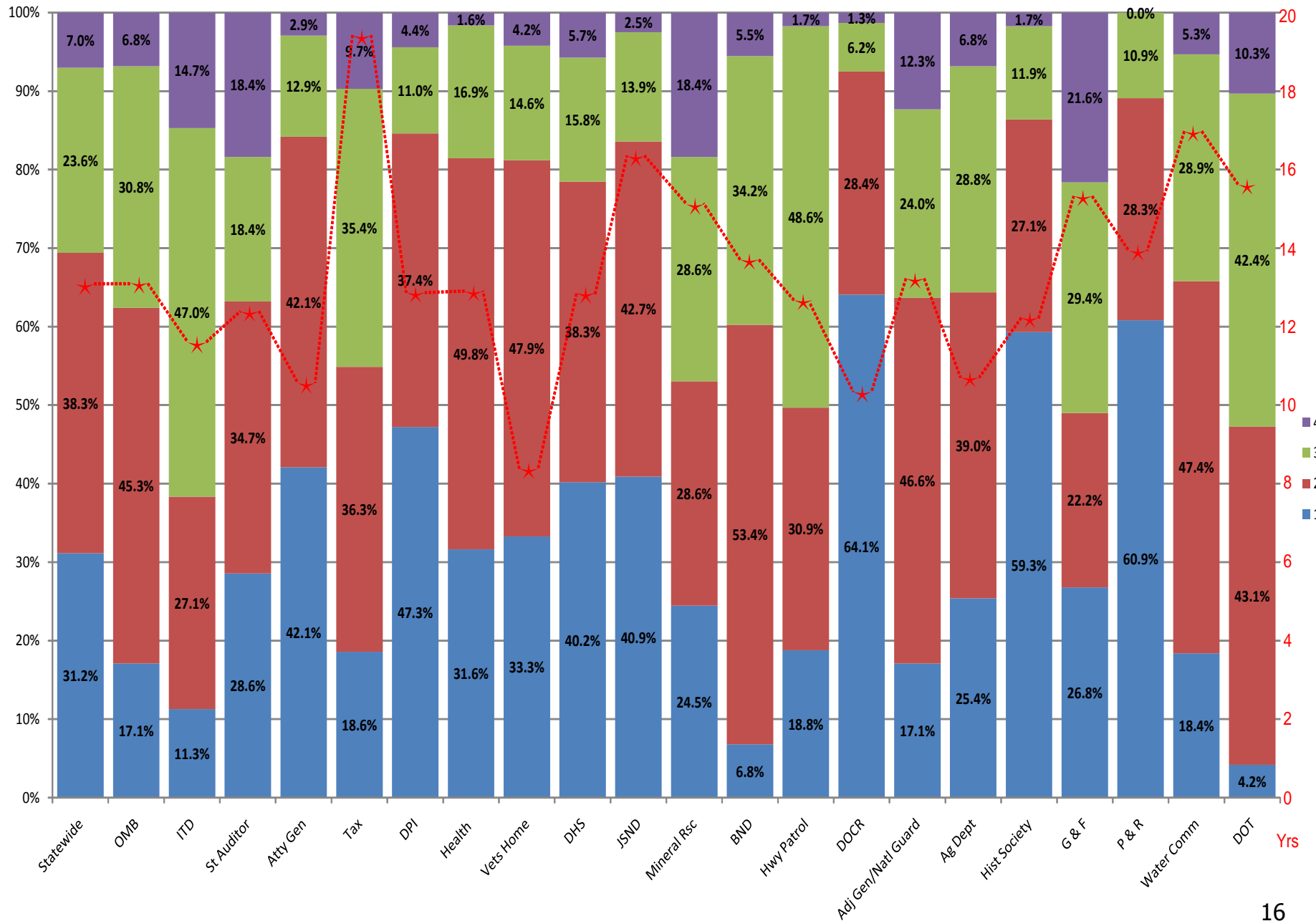
Agencies with more than 25 employees (excludes inter-agency transfers)

Agency	2005	2006	2008
OMB	6.0%	10.3%	6.8%
ITD	7.5%	5.9%	7.2%
St Auditor	10.4%	11.8%	19.6%
Attorney General	7.3%	5.7%	4.7%
Tax Dept	5.7%	6.6%	3.2%
NDPERS	7.1%	6.9%	9.1%
DPI	2.2%	5.4%	12.5%
St Library	10.3%	17.2%	13.3%
Sch for the Deaf	16.7%	20.0%	18.2%
Health Dept	10.2%	8.9%	7.4%
Vets Home	25.8%	17.7%	17.6%
DHS	11.7%	14.0%	10.9%
Job Service	11.2%	20.9%	12.9%
Insurance Dept	10.8%	13.5%	14.3%

Agency	2005	2006	2008
Mineral Resources	10.6%	6.0%	9.8%
PSC	0.0%	14.3%	5.6%
Bank of ND	6.7%	8.8%	5.5%
Highway Patrol	9.3%	10.1%	5.3%
Homeland Security	0.0%	9.6%	*
DOCR	8.3%	10.5%	8.6%
Adj Gen/Natl Guard	5.2%	10.6%	6.4%
Ag Dept	1.9%	10.5%	10.2%
Historical Society	5.3%	3.6%	6.8%
Game & Fish	2.0%	2.7%	4.0%
Parks & Rec	15.6%	8.7%	14.6%
Water Comm	7.9%	5.1%	3.7%
DOT	7.0%	5.9%	7.6%

* Included w/Adjutant General

Employees by Quartile - Selected Agencies



Executive Budget Compensation Proposal

- General Increase
 - 5% Appropriation Each Year – Documented Performance & Equity
 - Minimum \$100/mo increase – If Performance Meets Standards
- Equity Funding
 - \$13 million general fund; \$10 million non-general fund
 - Based on Budget Requests, Occupational Market Issues, Intra & Inter Agency Equity Issues
- Salary Plan (Grades/Ranges)
 - Adjust Range Midpoints = 95% of *Projected* July 2009 Market Pay

QUESTIONS?

Office of Management & Budget
Human Resource Management Services
328-3290

Laurie Sterioti Hammeren, Director
328-4735

Ken Purdy, Compensation Manager
328-4739